

SELECTION PROCESS

Find the best

Rule of Three

Competitive Tests
of Competence



**Position
Vacancy**
Update PDQ

**HR Professional
Partners with
Appointing Authority***

Announce Vacancy

Attracting Qualified and Interested
Applicants

Review Applications

Identify qualified Applicants

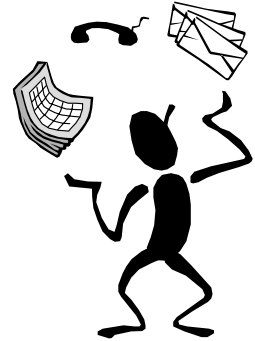
**Admin & Score Exam(s)
Establish List**

**Interview Top
Three**

**Make a Job
Offer**

*Work together to
determine:

- Competencies needed
at time of hire
- Recruitment Strategy
- Exam Plan



A professionally designed
and administered
competitive selection
(examination) process



EVERYONE WINS